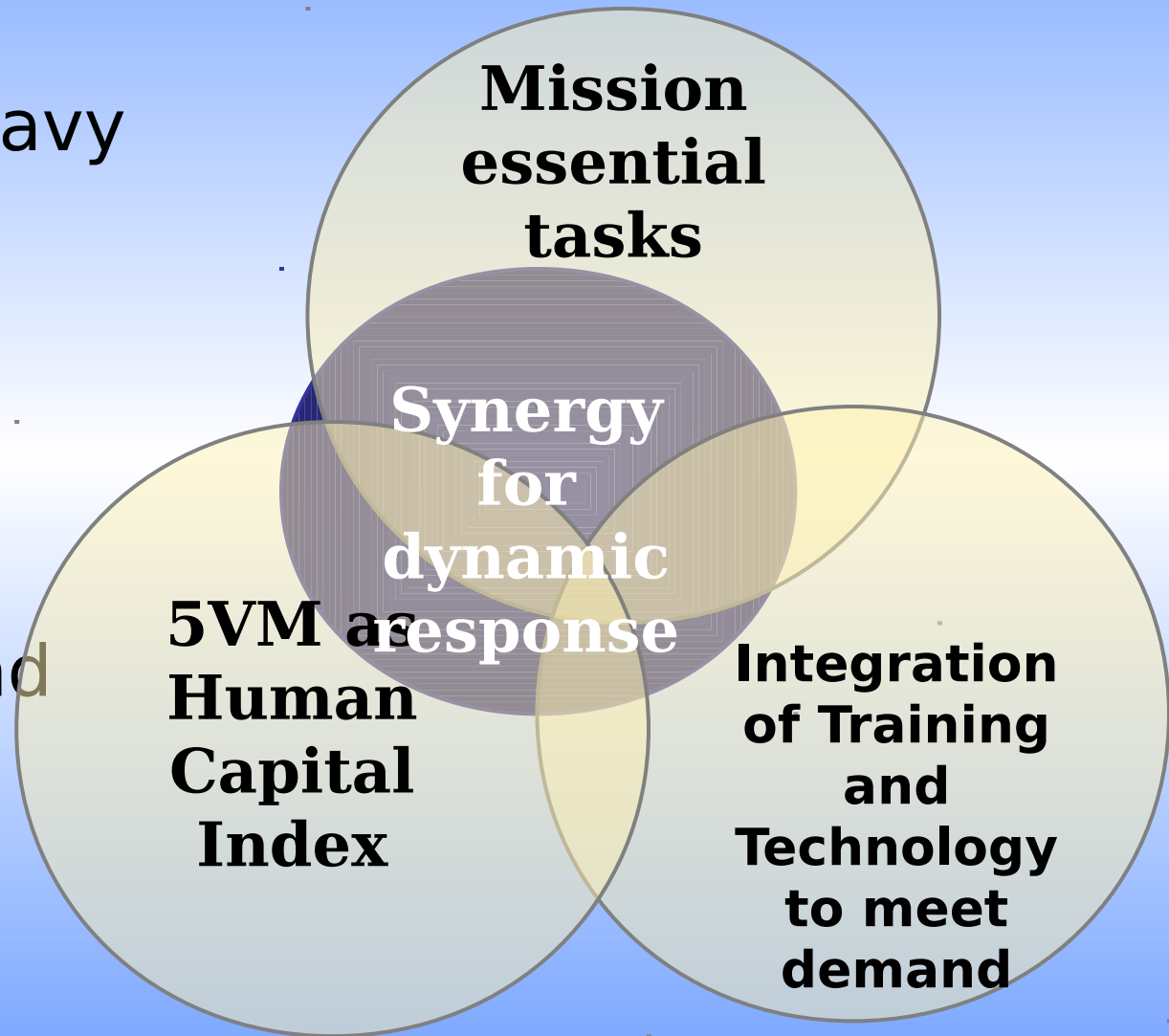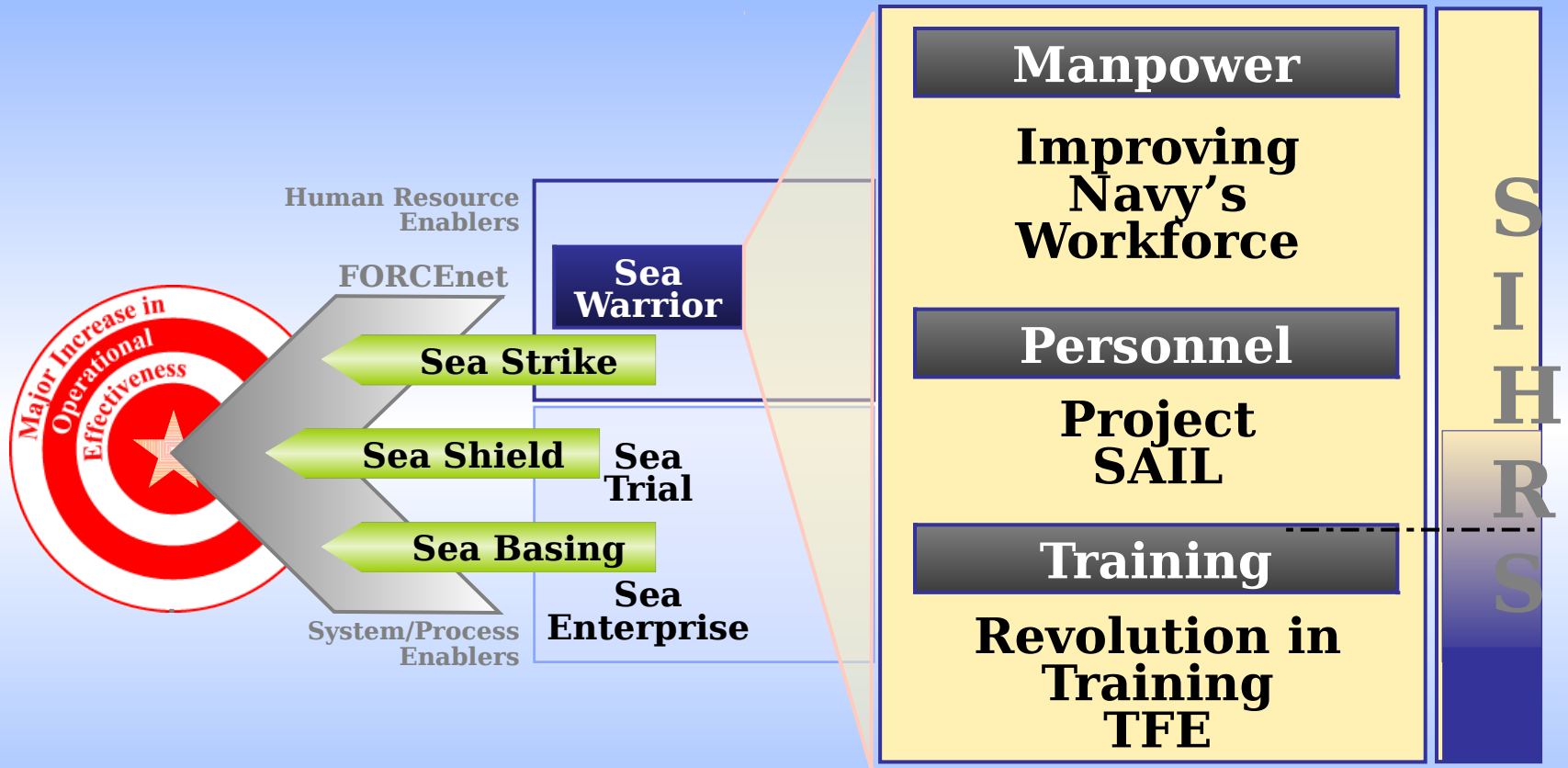# Moving Forward…….Revolution in Action

Functional Integration
Manager

Revolutionary Emphasis

- Maximize Navy Warfare Readiness

- Dynamic Resource Allocation

- Effective and Efficient Operation

Mission essential tasks

Synergy for dynamic response

5VM as Human Capital Index

Integration of Training and Technology to meet demand

Functional Integration Manager

Sea Warrior: Enabling Initiatives

NPDC
Naval Personnel Development Command

Human Resource Enablers

FORCEnet

Sea Warrior

Sea Strike

Sea Shield — Sea Trial

Sea Basing — Sea Enterprise

System/Process Enablers

Major Increase in Operational Effectiveness

Manpower

Improving Navy's Workforce

Personnel

Project SAIL

Training

Revolution in Training TFE

S I H R S

"Sea Warrior - The Vehicle For Rapid HR Integration"

Functional Integration Manager

What's Causing all the Excitement

NPDC
Naval Personnel Development Command

Strategies

Initiatives/Projects

SECNAV SEA WARRIOR

CNO Revolution in Training

CNO Framework Top Five Priorities

N1 SIHRS & Legacy System Migration Strategy

Manpower Program Transformation

DIMHRS

Improving the Navy's Workforce (INWF)

TASK FORCE EXCEL

PROJECT SAIL
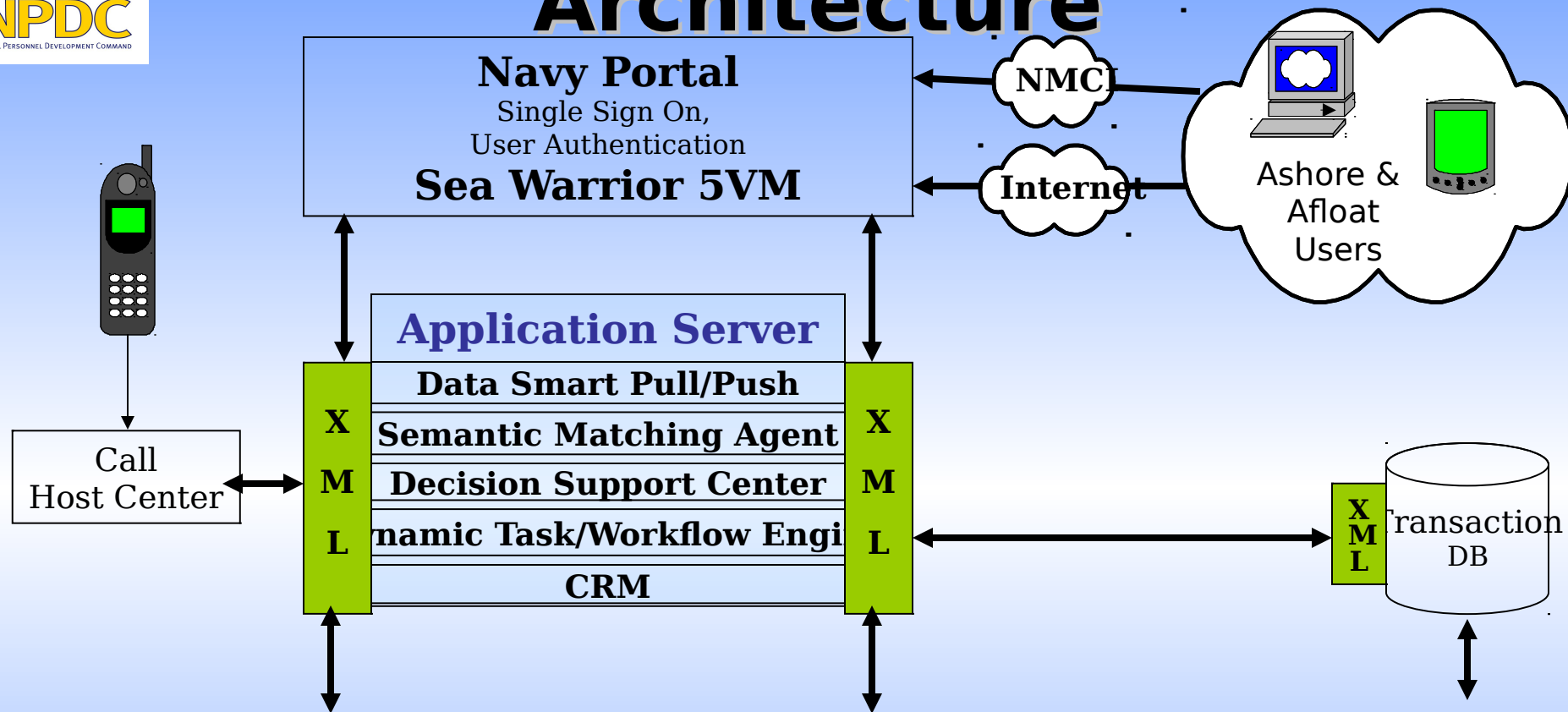
TASK FORCE WEB

NMCI

Functional Integration Manager

What will Project Do

- Identify Tasks Associated with Jobs
- Identify knowledge, skills, abilities, and tools (KSAT) required to perform the tasks
- Define Navy Jobs based on Common KSAT
  - Expand Coverage of Work Defined by Skill Standards (Seals, Aircrew, Divers, Medical)
- Collect Task Performance data
  - Criticality, Frequency, Duration & Difficulty of Tasks Performed
- Link Military Work to Commercial Work
- Benchmark Navy Occupational Structure to Industry Standards

Functional Integration Manager

Sea Warrior Notional Architecture

NPDC — Naval Personnel Development Command

Navy Portal
Single Sign On,
User Authentication
Sea Warrior 5VM

NMCI

Internet

Ashore & Afloat Users

Application Server

Data Smart Pull/Push

Semantic Matching Agent

Decision Support Center

Dynamic Task/Workflow Engine

CRM

XML

XML

Call Host Center

X M L Transaction DB

X   M   L
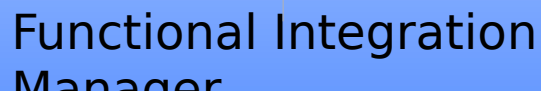
Requirements
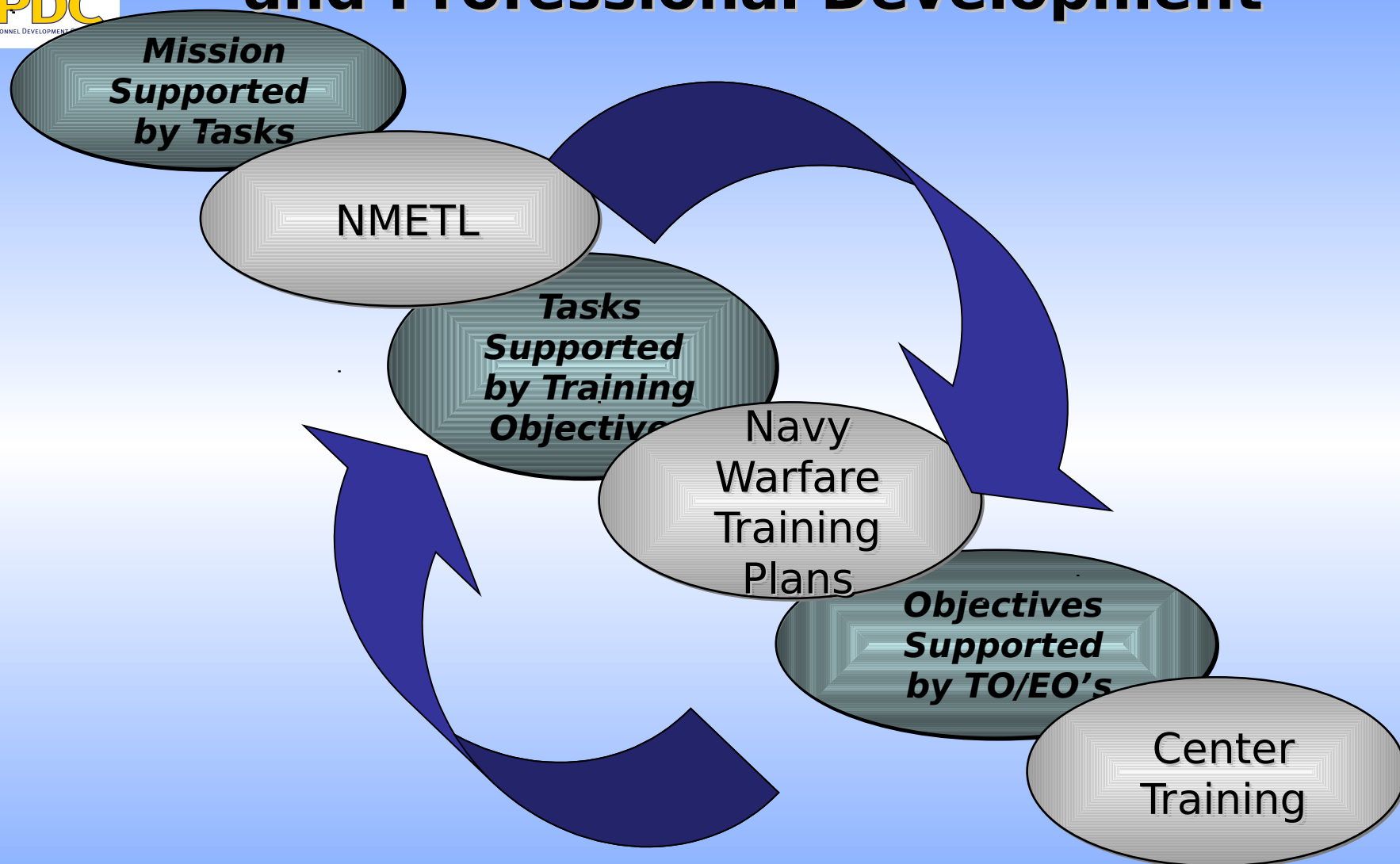NMETs, Fleet Training Events, Tasks, KSA's

Manpower & Personnel
(M&P), Distribution Data, Positions, Pay, People

Training
Indiv & Resident Training, ETJ & Resources, Learning Events, WBT, RLOs, RIOs, Media
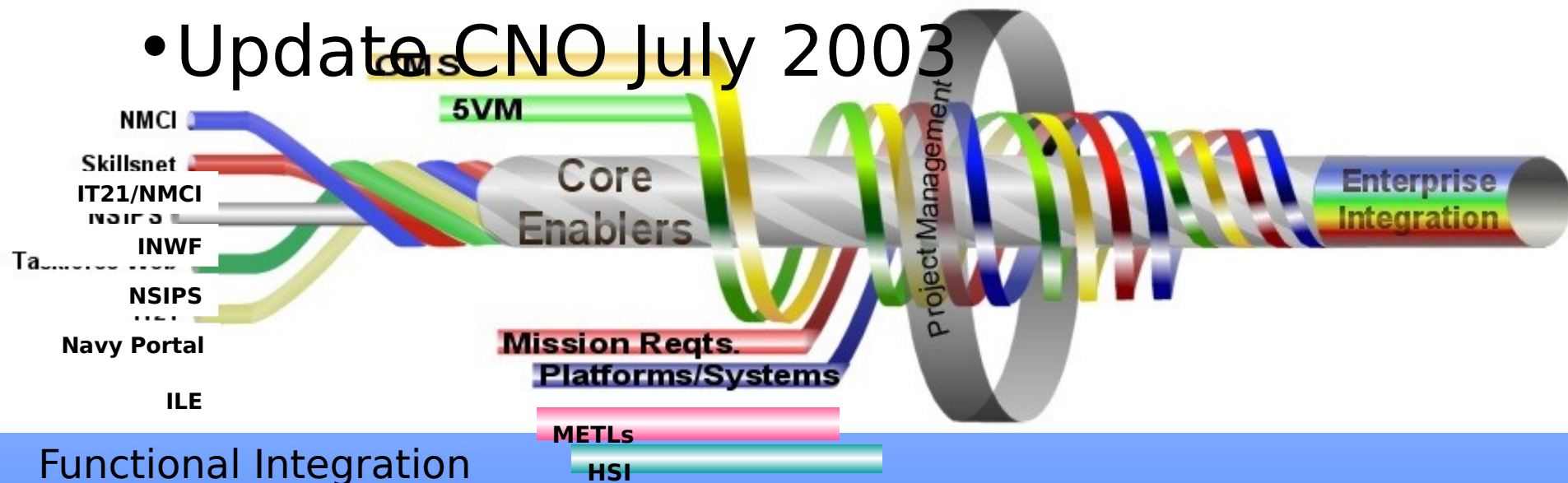
Warfare Requirements

Warfare Capabilities

Sea Shield　　**Sea Strike**　　**Sea Base**

Maritime Superiority　　Air Superiority　　Power Projection　　Amphibious Operations　　Anti-Terrorism /Force Protection

Sea Trial

Sea Enterprise

SYSCOMS/Acquisition

Platform System Equipment

Combatant CDR Missions & Tasks

JMETL

JTF CDR Missions & Tasks

CFFC

JTF NMETL

Group Missions & Tasks

Group NMETL

Warfare CDR Missions & Tasks

Warfare CDR NMETL

Unit Missions & Tasks

Unit NMETL

Individual

IMETL

Sea Warrior

Professional Development

Personal Development

Professional Military Education & Leadership

Certifications & Qualifications

Performance

Command — Portal — **NKO** — Tasks – INWF and TFE — **NKO** — Portal — Sailor

Jobs　　Sailor Metrics　　Learning Opportunities

Recruit　Apprentice　Journeyman　Master

Legacy

Connectors

PeopleSoft 8

Skillnet

NTIMS

SYSCOMS

"Federated Data" XML

RULES/BP

NKO PORTAL

Sailors

Fleet

SYSCOMS

CMS

PeopleSoft8

Intelligent Agents

DIMS/DIS (Auction)

Super JASS

APMS

Web-Based Distribution

	Jul 02	Jan 03		Jul 03		Jan 04		Jul 04
CMS	CEW Static Prototype	Working Prototype	Active Prototype					
MPT		CEW Static Prototype	Working Prototype	Active Prototype		Fleet Integration		
Fleet			CEW Static Prototype	Working Prototype	Active Prototype		SYSCOM Integration	
SYSCOM				CEW Static Prototype	Working Prototype	Active Prototype		

Functional Integration Manager

Continuum links mission to Training and Professional Development

NPDC
NAVAL PERSONNEL DEVELOPMENT

Mission Supported by Tasks

NMETL

Tasks Supported by Training Objective

Navy Warfare Training Plans

Objectives Supported by TO/EO's
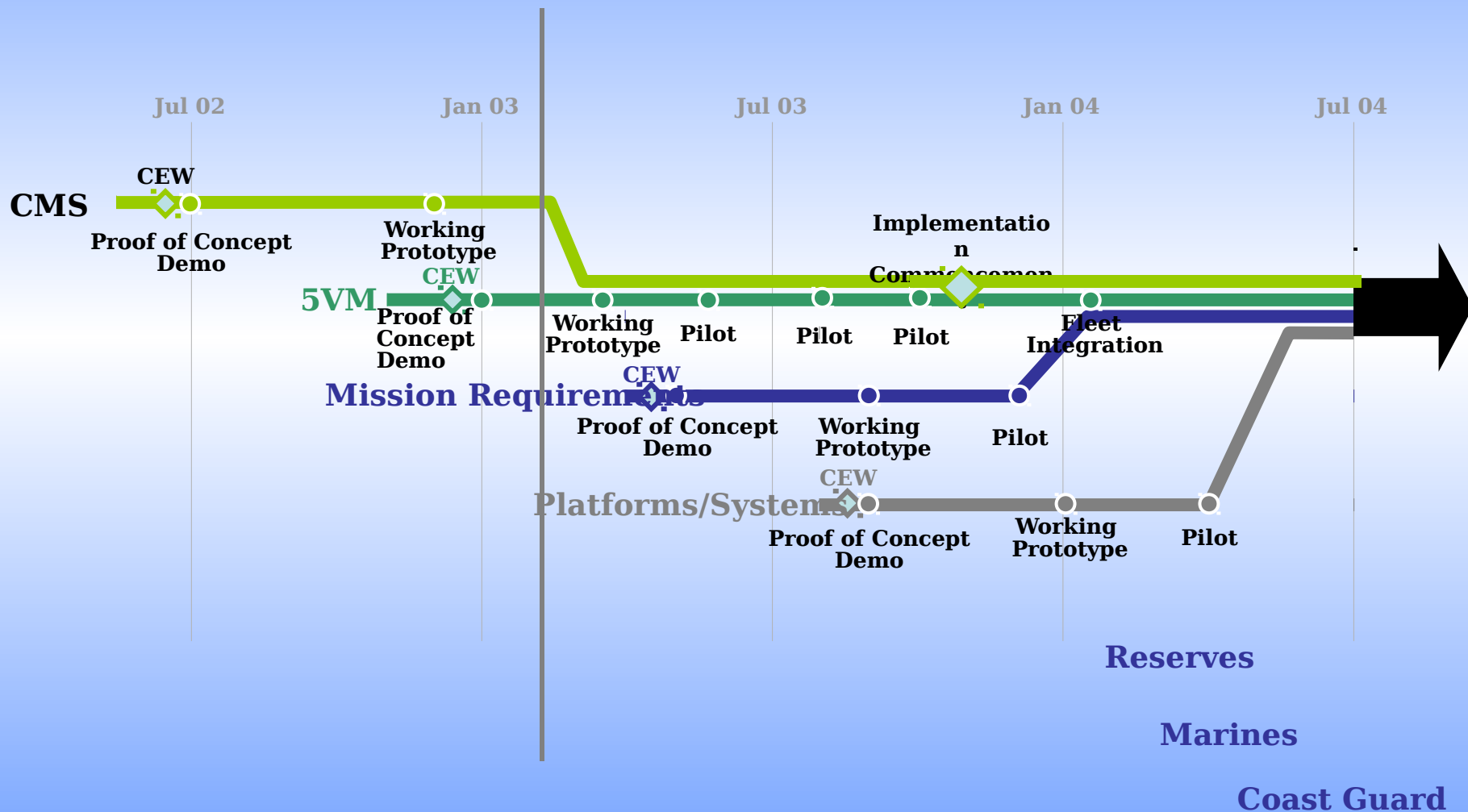
Center Training

Functional Integration
Manager

Next Steps…

- Validate funding requirements and determine sources of funds
- Take 5VM/CMS to first pilot by June 2003 and to implementation by September 2003
- Update CNO July 2003

NMCI
Skillsnet
IT21/NMCI
NSIPS
INWF
NSIPS
Navy Portal
ILE

CMS
5VM

Core Enablers

Project Management

Enterprise Integration

Mission Reqts.
Platforms/Systems

METLs
HSI

Functional Integration Manager

Sea Warrior Roadmap

NPDC
NAVAL PERSONNEL DEVELOPMENT COMMAND

Jul 02   Jan 03   Jul 03   Jan 04   Jul 04

CMS

CEW

Proof of Concept Demo

Working Prototype

Implementation Commencement

5VM

CEW

Proof of Concept Demo

Working Prototype

Pilot

Pilot

Pilot

Fleet Integration

Mission Requirements

CEW

Proof of Concept Demo

Working Prototype

Pilot

Platforms/Systems

CEW

Proof of Concept Demo

Working Prototype

Pilot

Reserves

Marines

Coast Guard

Functional Integration
Manager

Benefits

1. Measures Sailors' capabilities tied to Mission Requirements thus enhancing Mission Readiness
2. Sailors and Chain of Command accountable for development, performance, and promotion
3. Ability for the individual to view and optimize their potential based on performance standards
4. One place for the Sailors and Supervisors to get what they need by using an open architecture
5. The Transformational Roadmap to meet the CNO's Vision

NPDC
Naval Personnel Development Command

Following the Human Performance Process Model

I. Define Requirements

Establish Performance Standards & Requirements

Key Definitions for Fleet Requirements

Navy Mission Essential Task (NMET)
"A task based on mission analysis and approved by CFFC that is necessary, indispensable, or critical to the success of a mission."

Navy Mission Essential Task List (NMETL)
"A list of NMETs for a responsible organization to accomplish an assigned or anticipated mission. A NMETL includes associated conditions and standards."

Functional Integration Manager

Following the Human Performance Process Model

The 5 Vector Model

Professional Development

Personal Development

Leadership

Certifications & Qualifications

Performance

Recr uit

Apprent ice

Journey man

Mast er

Functional Integration
Manager

II. Define Solutions

Design Human Performance Solutions

Revolution In Training

- Increase onboard training/ simulation packages

- Increase computer-based distance learning

- Reduce infrastructure cost

- Reduce time to train

- Design a continuum of education

- Adopt civilian industry-- accepted classification credentials

Develop, Build, & IntegrateTools

Functional Integration Manager

III. Develop

Following the Human Performance Process Model

Force   **Unit/Team**

Individual

REQUIREMENTS

Tasks, Conditions & Standards   **>>>**   **Knowled**
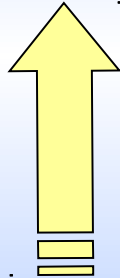
Implement & Test Intervention; Evaluate 'Product of Plan'

IV. Execute & Measure

Functional Integration Manager

The Balanced Military Scorecard

- Compares
  - mission performance/readiness,
  - customer satisfaction, leadership and human resource management,
  - internal process efficiency,
  - innovation/growth measures.
- Constructs are tied to key performance indicators, which provide the link to data collection and analysis.

Center Standup Relationship to: Metrics and Measures

NPDC
NAVAL PERSONNEL DEVELOPMENT COMMAND

PHASE I	PHASE II	PHASE III Output	PHASE IV Outcome
People/stuff in place	Processes (Put processes in place ie: HPSM, 5VM, NKO, ILE)		•Automate 5VM
Input Metrics (programmatic in nature ie: milestones)	Process Metrics (programmatic in nature)	•Efficiency Metrics moving towards effectiveness metrics	•Measure Feedback for effectivenes •5VM NMETL tie in to mission readiness •5VM Career process maturing
Milestones: Center Sitreps	Milestones: Center Metrics Reporting	Milestones: Automate metrics reporting and institute scorecard	Milestones: Automate 5VM

Exit Criteria: Centers Stood-up ready for business

Exit Criteria:
•Updating Databases
• Processes in Place
• Develop the Metrics (SAT teams)

Exit Criteria:
•5VM generated and mature
•NKO populated
•Database fully functional and used
•Output metrics available

Functional Integ... Manager

Metrics development steps

- Phase II Reporting Processes in Excel format ongoing through NKO
- Establish linkage between Phase III metrics and Center-owned business processes aligned toward HPSM; emphasis upon accurate data reporting in existing systems (CETARS/NITRAS)
- Implementation/roll-out/alignment of ILE with existing data warehouse repository through NKO
- Refinement of linkage between Phase III transition into automation of 5VM (Phase IV)to tie Fleet requirements/capabilities to billets, Sailors, and training

Top Priorities for 2003

- Automation of Metrics
- Automation of the 5V Models
- Fleet Connection
  - Assist in requirements definition
  - Assist in prioritization requirements
  - Provide feedback and accept feedback (metrics)

CENTERS WILL	METRIC	WHY?
1 Align Sailor individual HP requirements with mission accomplishment	% 5VM completed for ratings % of 5VM populated with certifications	**EFFECTIVE** **EFFICIENT**
2 Own the process for Sailors' personal & professional development	% of center curriculum tied to 5VM requirements	**EFFICIENT**
3 Partner with Fleet to define individual HP requirements	% of curriculum reviewed by HP Process (5V and otherwise)	**EFFECTIVE**
4 Develop tools (with HPC and NPDC support)	% of Identified Tools that are acquired and integrated	**EFFECTIVE**

Functional Integration Manager

CENTERS WILL	METRIC	WHY?
5 Develop MOEs/MOPs for individual performance solutions	% of MOEs/MOPs developed for 5VM % of MOEs/ MOPs developed for Standard Processes	**EFFECTIVE AND EFFICIENT**
6 Maintain Knowledge Management system content	% of daily users/population for centers % of curriculum converted to e-learning or web enabled % of curriculum electronically stored on KM tool	**EFFECTIVE** **EFFECTIVE AND EFFICIENT** **EFFICIENT**
7 Collaborate in the evaluation of R&D and acquisition efforts	% of partnerships developed from major systems, equipment, and acquisitions within domain Level of collaboration	**EFFECTIVE**

Functional Integration Manager

Dynamic Resource Quantification

INPUT	P R O C E S S	OUTPUT (MOP)	OUTCOME (MOE)	GOAL: Effectiveness and Efficiency
Requirements from Fleet/TYCO MS		Well-defined NMETLS	Integration with capabilities	Increase Mission Readiness *Fight and Win*
Human Capital Index		5VM Validation	Efficient and effective man-machine interface as building blocks for teams	Allocation of resources to maximize index
Capabilities		Pers/Equipment/Units	Collaboration/Partnerships/Teams	Capabilities meet requirements Human Performance and equipment utilized to build SYSTEMS

Force		**Unit/Team**	
Individual	REQUIREMENTS		
Tasks, Conditions & Standards	**>>>**		**Knowledge,**

Functional Integration
Manager

Sailor Career Path

Where do I get training?
What is next?
What is my progress?
Where do I stand with peers?
How can I get ahead?
What is expected of me?
Are my pre-Navy skills applied to the 5VM model?
What is my job?
What can I expect?
Where do I get life skills?

Centers

What is the health of the Community?
How are sailors doing?
Have we flattened accession?
Are we moving toward steady state?
How well is this community performing?
Is the match between instruction/delivery appropriate?
What is the expected throughput?

Supervisor/5V Manager

How well does this model support the individual sailor?
Does it accomplish/meet the needs of the fleet (the reqs to the courses?)
What do we need to be thinking of?
How are needs anticipated?
Can rates and/or pay and rates be separated?

Functional Integration
Manager

Fleet

Is manning sufficient?
Do sailors have the correct skills?
Is manpower looking to solve problems?
Are future needs being considered?
Is there a reduction in PERS issues?

Accession Command

How many of what kind is needed?
How are future needs anticipated?
What pre-Navy skill sets does the accession command track or record?
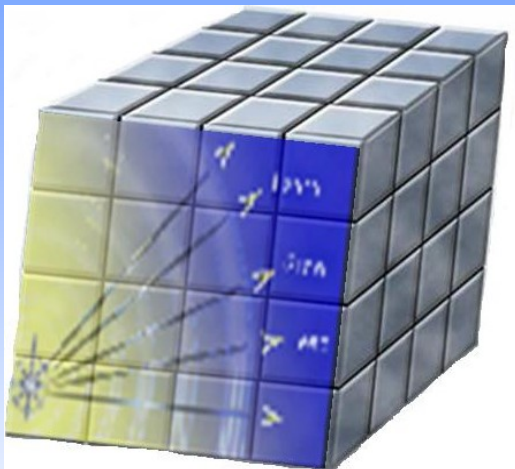
Personnel and Distribution

Who is the best person for the job?
Are the right people in the right spot?
What brokerage is possible?

Leadership/Management

What is the health of the Navy?
Where should dollars/persons be invested?

Functional Integration
Manager

Where do we go from here?

- Identify Problem
- Define Solution
- Implement Solution
- Assess and evaluate
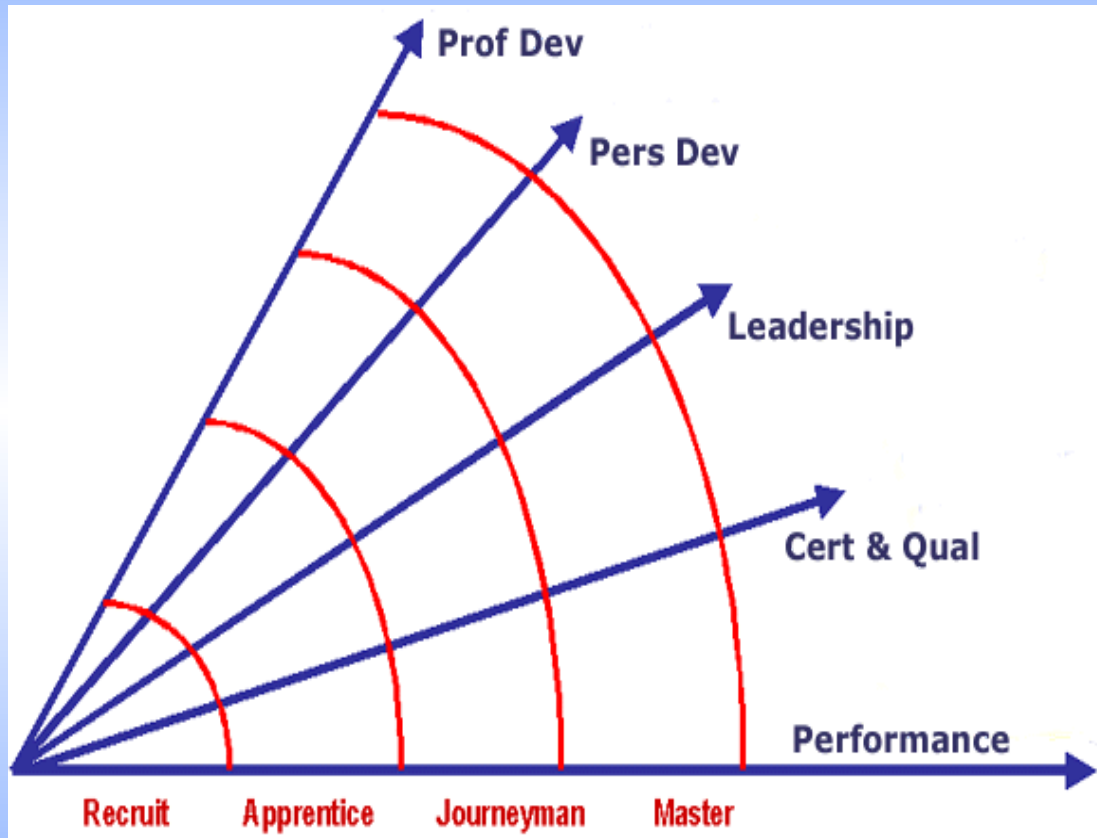
Does this look familiar?

Working through NKO

Functional Integration
Manager
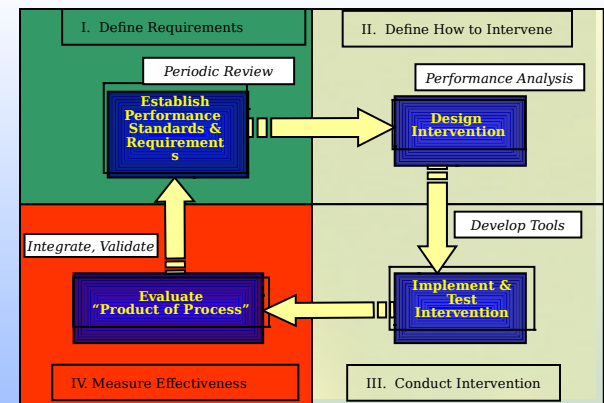
Centers must ...

- Clean up databases
- Finish 5VM work
- Tie content to 5VM
- Populate NKO with users
- Move 5VM from Q1 to Q2

Functional Integration
Manager

5 Vector Model

Functional Integration
Manager

Metric Toolbox

- What to measure – Center Tasks
- How to report – NKO Format
- Resources needed
- NKO
- Collaboration
- Best Practices
- Center Focal Points